

COMPT

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OCA#87-0977  
13 March 1987

## MEMORANDUM FOR THE RECORD

SUBJECT: Briefing of John Nelson, SSCI staff on the Human  
Resource Modernization and Compensation Task Force

1. Today Hugh Price, Director of Personnel and [redacted] Deputy Director of Personnel for Plans, Analysis and Evaluation briefed John Nelson, SSCI staff on the status of the Human Resource Modernization and Compensation Task Force. STAT

2. [redacted] began by explaining the concerns for positioning ourselves for quality recruiting and retention in the future that led to the formation of the task force. He covered the composition of the task force and outlined its major functional components. He said that there are occupational groups studying 20 large occupations and five small ones. Next, he set forth the time line that we expect to follow in completing the steps toward the formulation of a preliminary system. He stressed that as we progress we consider it essential to consult with the SSCI and HPSCI as well as other Community agencies. [redacted] then went on to mention some of the additional "quality of life" benefits under consideration. These include tuition assistance, leave pay-back, special retirement credit for managers and extra thrift plan contributions. STAT

3. Nelson asked about the benefits which may require additional legislation and which would involve large costs and these were discussed with him. He was most appreciative for the briefing and noted that that task force has already made substantial headway. We will keep Nelson currently informed on the future progress of the task force.

[redacted]  
Office of Congressional Affairs STAT

OCA/Senate [redacted] (13 Mar 87) STAT

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4 March 1987  
OCA 87-0797

COMBT 87-312

MEMORANDUM FOR THE RECORD

SUBJECT: SSCI Briefing on the Personnel Compensation Task Force

1. Today Ted Price, Director of Personnel and [redacted] from that Office briefed Charles Battaglia, SSCI staff on the current status of the Human Resource Modernization and Compensation Task Force. John Nelson had planned to attend but was called away at the last minute by Senator Hollings. ||

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2. Battaglia said that Chairman Boren has directed that the intelligence community personnel activity review being prepared by the staff be completed as soon as possible. Battaglia said that work would resume on the review in April and would focus not only on the problems that exist, but also on how to resolve them. He reiterated that the purpose of the review will be to help not criticize the community.

3. [redacted] began by outlining the concerns that prompted the formation of the task force. He said that we will be searching not just for "satisfiers" but "motivators" that will insure that we can attract and retain the quality of people that we must have in the decades that lie ahead. The overall objective is to build a better career service.

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4. He explained the organization and mission of the task force and gave details on the progress of the occupational panels. He went through the time line objectives through this summer and emphasized that after the necessary approvals have been obtained, there will be a phased in approach to implementing the new system. Both [redacted] and Price stressed that we want to keep the SSCI informed on our progress and to seek their advice and help as we proceed. They mentioned that the HPSCI staff has been briefed and told Battaglia their reaction. Battaglia replied that the SSCI recognizes that the Agency has unique needs, but that there is also a need to consider the related needs of other intelligence

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organizations. [ ] replied that we want to bring the rest of the community on board so that they can use those plans which are transferable to their programs. Mr. Price said that we are already in touch with NSA and DIA and that NSA has decided to adopt our language incentive program.

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5. Battaglia suggested that, in his view, our strategy should be to approach the Congress by defining the personnel problem, explaining the proposed program as an "experimental" effort that will be under continuing review. He said that it was essential to work with the Committee as we proceed rather than presenting the members with a complete package on which they felt they were not consulted. Messrs. [ ] and Price assured him that is precisely how we plan to proceed and that we would be back to brief them in about three weeks.

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6. Next there was a dialog on some of the innovative changes that may be included in the new system. These included leave pay back, college tuition credit, special retirement credit for managers, and out placement assistance for career DO officers. The meeting, which was very positive and upbeat, concluded with a mutual agreement to work closely together as our task force continues its work.

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